

ICSEW General Membership Meeting
Department of Health
Point Plaza East, Tumwater
September 13, 2005
8:30 a.m. – 4:30 p.m.

Welcome/Introduction of New Members: Rachelle Brady (DOR), Anita Carter (alternate BIAA), Jamie Mullenix (CTED), Carolyn Benard (appointed as representative, no longer an alternate ESD), Diana McCutcheon (OAH), Kim Sauer (LCB), Linda Watson (DRS), Shirley Mott attended the meeting filling for Linda DeWitt (WSP).

Introduction of New Board Members: Kindra Benavidez (SHS-Education Committee), Sandra Kinoshita (DOC-PCOC), Julia Ojard (UTC-Vice Chair), Maria Rosario-Saavedra (DOC-Membership co-chair and help Lonnie on the web page); Ethel Smith (OIC-Treasurer), Wendy Voss (SAO-Membership co-chair)

Icebreaker: Favorite Inspirational Message to Share and write down the message and give to Janice. Email favorites to Janice.

“Example is the Best Sermon.”

“Rest if you must, but don’t you quit.”

“Pace yourself, it’s a skill.”

“Alone we can do so little, together we can do so much.”

“Be always sure you are right -- then go ahead.” Davy Crocket

"Injustice anywhere is a threat to justice everywhere." Dr. Martin Luther King, Jr.

"Just because a man lacks the use of his eyes, doesn't mean that he lacks vision." Stevie Wonder

"All of us might wish at times that we lived in a more tranquil world, but we don't. And if our times are difficult and perplexing, so are they challenging and filled with opportunity." Robert F. Kennedy

"One hundred years from now, it will not matter what my bank account was, how big my house was, or what kind of car I drove. But the world may be a little better, because I was important in the life of a child." Forest Witcraft

"Work like you don't need the money, love like you've never been hurt, and dance like no one is watching." Satchel Paige

“If you can keep your head when all about you are losing theirs and blaming it on you.” Rudyard Kipling's "If" poem

"People who say it cannot be done should not interrupt those who are doing it." Unknown

“There is a seed of advantage to every disadvantage of equal or greater value.” Napoleon Hill

"Luck is what happens when preparation meets opportunity." Seneca, Roman Philosopher

"People don't get along because they fear each other. People fear each other because they don't know each other. They don't know each other because they have not properly communicated with each other." Dr. Martin Luther King, Jr.

"Each time a man stands up for an ideal, or acts to improve the lots of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring those ripples build a current which can sweep down the mightiest walls of oppression and resistance." Robert F. Kennedy

“Smile; It’s the second best thing you can do with your lips!”

"You must eat elephant one bit at a time."

"A task without a vision is drudgery. A vision without a task is but a dream. But a vision with a task is the hope of the world." Unknown

"Never give up, never surrender." from Galaxy Quest, the movie.

"Success is never final, failure is never fatal, it's courage that counts." Sir Winston Churchill

Old and New Business: (Dianna Gifford-Chair) We are in the process of drafting a new Executive Order. Dianna wants the group to think about a project—our bylaws need updating. Dianna suggests that the workgroup include someone who is a good facilitator, two executive board members, two old members that were here when we did the brainstorm session when we debated the whether to keep the W in ICSEW, and two new members. We need to vote on whether to make this group an ad hoc committee.

Lonnie Peterson brought up redesigning the logo. It was suggested that we meet with the Governor regarding her vision of the ICSEW. We will conduct a statewide logo redesign contest to be completed prior to and unveiled at the 2006 Conference. The winner of the logo contest would get free registration to the Conference. Lonnie has a copy of the letter received by the person inquiring into the logo. She will email a copy to everyone. Roxanne Lowe will spear head the logo contest.

Maria Rosario-Saavedra and Wendy Voss will be heading up a mentorship program through the Membership Committee. Kindra Benavidez will forward information she has on mentoring to Maria.

Ann McCay was introduced as the co-chair of the Education Committee.

The subject of the annual clothing drive was raised. The members who spearheaded the drive are no longer on the ICSEW Committee. The Education Committee coordinated the clothing drive in the past; however, that responsibility does not need to stay with that Committee. The clothing drive is in November, with collection beginning in mid-October. The clothing goes to Workfirst. Roxanne Lowe will make the initial contact with Workfirst to get a contact for someone else to chair. Former ICSEW member Wendy Sue Wheeler should have information.

Mary Davis says that Pierce College has a dental hygiene program that is looking for low-income patients. A dentist supervises them. If you need more information on the program, contact Mary David at MDavis@PIERCE.CTC.EDU.

Kindra Benavidez of the Education Committee needs someone to be at the Self-Defense Class on Thursday morning. The class starts at 8:30 a.m. and Kindra needs someone to assist with registration, checking people in, etc. Carolyn Benard will assist.

Sue Brown shared some of her network guides from associations of which she is a member.

Peter Bogdanoff: Mr. Bogdanoff works in the Policy Office in the Governor's Office. He primarily works on labor issues. He is the liaison to the ICSEW. Richard Mitchell, the Governor's

Counsel, is reviewing the proposed changes to the Executive Order. The Governor asked for revision to the language regarding the agencies' commitment to the ICSEW Committee and suggested a limitation on membership. The revised Executive Order should be ready by the November meeting.

Mr. Bogdanoff outlined the Governor's priorities: (1) Education. She is now engaged in the "Washington Learns" project that involves looking at a broad spectrum of education issues. She is very interested in the early learning issues, including pre-kindergarten. She is looking to launch a K-12 study and then a higher education study, focusing on funding. The Governor herself is chairing the Committee. Education-related legislation will be proposed in the upcoming session. (2) Health care issues: This priority covers a number of areas—cost containment and how to get costs of health care under control. A priority is to give health care access to all citizens, especially children. The Governor's Office will be working with small business to get better plans and working with drug companies to bring down the price of prescriptions. Health care is an obstacle in most collective bargaining agreements. (3) Economic expansion. The Governor will be focused on creating new jobs, meeting with the Global Competitiveness Council, and creating a life sciences discovery fund to create a fund for seed money for life sciences opportunities and make Washington a leader in that area.

The transportation package will likely be repealed through the initiative process and the Governor's Office is preparing for issues if it is repealed. Hurricane Katrina also brought a heightened awareness of safety issues. The Governor is interested in the pension issues and getting back on track with pension funding in the State of Washington.

Question: Does the Governor have a position on 330 and 336 (health care costs). No.

Question: Has there been an impact of WMS cuts to state employed women? Mr. Bogdanoff couldn't speak to that.

Break:

Ground Rules (Wendy Voss): The Membership Committee set a list of committee guidelines:

If you cannot attend a meeting, unless it is an emergency, you need to contact the Membership Chair and/or Co-Chair.

Respect for a fragrance free meeting. The Department of Health building is a fragrance free building.

Respectful listening skills. No side conversations. Respecting others opinion, especially when they are not your own.

Members arriving on time.

Open communication. When you are in disagreement, you have a responsibility to bring that issue to the foreground and not remain silent.

Stick to the agenda and stay focused.

Review the last meeting at each meeting. Should get the information through the committee reports. The Membership Committee will be creating a networking/mentoring guide. It was suggested that the networking guideline not be placed on the Internet. It should be put in a pdf file and emailed to all members.

Reviewing the agenda prior to the meeting, adding desired objectives or outcomes.

Cell phones turned off or put on vibrate.

Plus/Delta and New Business will be regular agenda items. We should also create an information/bulletin board for sharing information and others joys, etc. We should also have a “parking lot” for issues that need to be revisited. When we start getting off task at the meetings, we need to put those issues in the parking lot and come back to them at a scheduled time.

Participate. You get out of the committee what you put into it. Participate and take on what you realistically can take on. Be honest with yourself and the committee when taking on commitments.

Share in the meeting but be concise. Helps keep us on task.

Use humor. Keep the meetings enjoyable and fun.

Reminder that we are representing our agencies. We are responsible for going back to our agencies and communicate with our constituents.

Follow through.

Put your own spark into your committee. Split co-chair responsibilities. Add your own flair.

New members should meet with their directors. Part of your committee responsibility is to communicate with your agency.

The ground rules will be typed up and brought to the next meeting.

Leadership Speaker (Bonnie Bunning): Bonnie Bunning is the Director of Policy and Administration for the Department of Natural Resources. She reports directly to the Commissioner of Public Lands, Doug Sutherland. She was a geologist when it wasn't popular for women to be geologists. Bonnie's talk will focus on how she got where she is today. It starts with her family. Her mother was the youngest of nine children and the first in her family to go to college. Her mother was a stay at home mom. Bonnie and her sisters went to college. The sense of pursuing their dream was instilled early. She wasn't always a leader in high school. Her goal was to get a college education, have a family and stay home. She attended Smith College which was a college aimed at women, and majored in geology. She got her teaching credentials as a back up. Bonnie says that having an attitude of receptivity is something that has helped her along and, having trust in

the future. She married her high school sweetheart 32 years ago, after she graduated from college. They moved to Spokane for 12 years and later came to Olympia.

She applied for her first job, didn't hear back from the company. She learned that they gave the job to someone else. She was the only women in Spokane in the mineral exploration field. She ran into someone who would take a chance on her and became a mentor early on in her career. Her mentor pushed her, and encouraged her to doing work on her own. While in private industry, she worked for three men who had responsibilities for different aspects of the company. When the company was desperate, she would get to go out in the field. She jumped at any chance to get experience.

Persistence, a sense a humor and not taking bizarre things that people said seriously were key personality traits inherent in her success. She didn't think that people meant to be unkind. Bonnie met another women geophysicist at a conference she attended and together they established an association of women in the field in the Spokane area.

Bonnie wanted to get into management. Others ahead of her for management positions. She applied for a position with DNR to open a field office in Spokane. She got the job and, while there, began to get interested in natural resources policy and management. Opportunities flowed from that. She tested for higher registers.

Question: How do balance your life, work and family? She has always done things sequentially. She has 23- and 14-year old daughters. She belongs to a personal group of friends that gets together and laughs. She is beginning to see more free time for herself. She recently did the Danskin triathlon. She is blessed to have the ability to have a solid family and professional life.

Question: Did you think about suing for discrimination? The backlash would have ended her career. She was able to rise above those circumstances. Had the conduct been egregious or damaging in other ways, it would have been different. You have to have broad shoulders.

Question: Did you think about quitting and what kept you going? It's a work in progress. Everyone doubts himself or herself at time. Try not to make a hasty decision. She didn't want to leave her geological career behind. She felt a burden early on for paving the way.

Question: Has it changed in the field? Things have changed a lot. People have attitudes. There are a lot more women in the field. There are many women in management roles. Examine yourself and make sure it's consistent with yourself.

Question: How do you know when to challenge attitudes and when to step back? It's not the challenge; it's how you take on the challenge. Bonnie has used humor, mounted a debate and hopes to win. People generally don't mean to be mean.

Question: Do know of programs that expose young girls to math and science areas? Girl Scouting is about pursuing what you want to be. There is a local Math and Science Day for girls sponsored by South Puget Sound Community College. There are summer camps, math and engineering camps at St. Martin's University.

Question: What role did your mother play in your career? She was supportive. Her mother is very proud of Bonnie and very encouraging. Her mother looks back on her own desire to pursue a scientific field and probability would have pursued it today.

Question: Any regrets? Can't say I have any regrets.

Lunch/Networking

Health and Wellness: Nathan Hayes. Nathan was a partner in a law firm. He began yoga to do with the marital problems and the stress related to working long hours. Why is yoga better than other exercise for dealing with stress? Everyone has stress, it's how we manage it. Chronic stress that is left unmanaged leads to other illness. You become more acutely aware of your body while you are doing yoga and make you recognize differences in your body, before it becomes a problem. Mr. Hayes explained all types of yoga. Also offers stress reduction classes.

Richard Brighthouse spoke on Overcoming Chronic Illness. Richard did massage therapy about 8 years ago. He is now is an acupuncturist. Has been practicing alternative medicine for over 20 years. There are many labels for chronic fatigue syndrome, fibromyalgia, acid reflux disease. Many are caused by lingering pathogens (bacteria, parasite, strep infection). Microplasms cause itises. Richard suggested reading *The Heart Attack Germ*.

Cell Phones: A representative from Verizon presented a video available for businesses and agencies.

Committee Reports:

Communications (Lonnie Peterson): Since the Transition Meeting, the Communications Committee has worked on the *Interact* newsletter, discussed publishing issues with the *FTE New Magazine*, and worked on the ICSEW web site. The Executive Board voted to remove the *Interact* from the *FTE* and gave the publisher notice through the end of 2005. After some negotiations, we decided to pull the *Interact* from the *FTE* from the publication effective immediately. Some changes that will come about because of this are: (1) a cost savings of \$570 per month and (2) more flexibility around layout and design, deadlines, length of each issue, and inserts.

Any member who submits an original article to the *Interact* will be given an ICSEW "*Interact* Contributor" pen. Those receiving pens at this meeting are Lori Nesmith for the "2005 Diversity Fair" article and Evelyn Harris of the "Walking Does Matter" article. If you are interested in writing articles for the "Agency in the Spotlight" or "Women Leaders in State Government: series or any other articles, please contact me.

At the end of today's meeting, the Communications Committee will be working on its business plan and coming up with ideas for the next *Interact*. The deadline for articles for the next issue is October 19th. Please fax, e-mail, or campus mail them to Lonnie. If you wish to reprint an article, please make sure you get permission to do so before sending it to Lonnie. If you are submitting photos, please make sure they are in .jpg format.

Education (Kindra Benavidez): There are three members plus Kindra on the committee. They plan to recruit more members during this meeting. Kindra requested and received approval for the appointment of a co-chair for the committee. Ann McCay has been appointed as co-chair. The Education Committee's Business Plan will be completed during today's meeting and submitted by Thursday. There are five workshops scheduled between now and late October. The Committee hopes to recruit nine or ten more members from today's meeting. They will be looking to partner with the PCOC Committee as well as looking for new courses to offer.

Historian (Michelle Lucero): Michelle has been reviewing the documents that were forwarded to her by Kim Starkey, the former Historian. Michelle will be requesting that the other committees work on creating an inventory of any items that they have so a master inventory can be created. In addition, any committee members who have items of the ICSEW past please let Michelle know so that we can establish what size of storage facility will be needed.

The business plan has been updated and submitted. It includes goals of capturing current events and looking at accessibility of the documents and materials being stored. The committee currently does not have any members. Please contact Michelle if you are interested in joining.

PCOC (Sandra Kinoshita): There is literally two returning committee member on the PCOC (even Sandra is new). Therefore, the Committee will not meet before the next ICSEW meeting. Sandra needs to strongly recruit members to the subcommittee and then agree on a work plan to be immediately transferred into a business plan. Sandra has a draft of suggestions to start a group brainstorm/dialogue, which was developed through conversations with the one returning member, a past member, and another committee chair. The Committee has a total of five new members.

PSRC (Connie Riker): Civil Service Reform became effective July 1st and the Committee hasn't heard about tons of issues surrounding the new rules. A very important change that Connie brought to the groups attention was that, if you are not covered by a collective bargaining agreement, you must now negotiate, prior to acceptance of a non-permanent appointment whether you will have return rights to your permanent position.

Connie is now working with the Department of Personnel on a six-month rotation. She is working in the HRO unit that is handling the computer/tech end of civil service reform: HRMS. Connie hopes to have access to all sorts of information that she can pass on regarding what HRMS means to us as state employees.

Conference (Melissa Beard): The Conference Committee is moving full speed ahead—there is a rough agenda and the likely registration fee will be \$270 (early) and \$290 (late). Look at the website for hotel information. The Conference event planner is WSU-CAPPS (Conference and Professional Program Services) and they are working hard negotiating speaker fees and finding sponsors to decrease costs. Encourage state employees from all counties be represented at the Conference.

Membership (Wendy Voss): The Committee is learning the ropes of what the Membership Committee entails. The Committee is working towards an accurate list of Governor appointed members and alternates. They hope to facilitate a brainstorm session on Meeting Guidelines. The Committee needs more members. Once things settle down, they hope to start working on the

Mentoring/Networking Guide. The Committee now includes Mary Davis and Carole Rucker. They have worked on the business plan and will continue to work with Melissa regarding a budget as a result of changing logo.

Health and Wellness (Jan Olmstead): The Committee has recruited three new members so they are now at ten members. The Committee will collaborate with the Conference Committee in connection with Women's Health Week. They will be looking at the draft business plan to finalize today.

Treasurer (Ethyl Smith): Ethel is taking over as the Committee's Treasurer. She is looking forward to good year. She was able to reconcile a bill remaining from the 2004 Conference. It was an unpaid bill from the Quinault Resort that was in the process of being sent for collection. The bill was for rooms for the interpreters.

Pros and Cons of Today's Meeting:

Pros:

1. Good job, Julia
2. Stuck to the agenda
3. Health topics were especially interesting, both yoga and the naturopath
4. Good level of interaction, particularly since it is a new group
5. Like having the nametags on (can we have the option to pin them on)
6. Objectives on the agenda; what are the outcomes of the agenda item and incorporate them into the meeting on a regular basis.

Cons:

1. Meeting room is cold
2. No door prizes
3. More time between speakers

The subject of the clothing drive was brought up. There was a suggestion to create a community service ad hoc committee. There was a proposal to bring the idea to the executive board. There is a timing issue since the clothing drive is in November. Do we want to do a food drive in tandem with the clothing drive? A motion was made (and seconded) to form an ad hoc committee dealing with community services issues. After a vote of the membership, the motion was denied.

A motion was made (and seconded) to table the issue. After a vote of the membership, the motion was carried.

A motion was made (and seconded) to get a group of people together head up an interim clothing and/or food drive. After a vote of the membership, the motion was carried. Pam Johnson will head the group.

A suggestion was made to discuss strategies and creating a mechanism for sharing ICSEW information within each agency. It was suggested that information on speakers (a brief summary) be taken back to each agency and shared according to the agency's protocol for sharing information.

Dianna suggested that you get together with your agency director on decide how to get the information out in your agency.

Committee Breakouts/Write Business Plan